GOVERNMENT OF INDIA
COMMUNICATIONS AND INFORMATION TECHNOLOGY
LOK SABHA

UNSTARRED QUESTION NO:1201
ANSWERED ON:29.11.2006
HUMAN RESOURCE POLICY FOR EMPLOYEES OF BSNL
Pathak Shri Brajesh

Will the Minister of COMMUNICATIONS AND INFORMATION TECHNOLOGY be pleased to state:

(a) Whether the Bharat Sanchar Nigam Limited (BSNL) proposes to formulate any human resource policy for its employees;

(b) If so, the details thereof ;

(c) The main objectives of the said policy; and

(d) The time by which the policy would be implemented ?

Answer

THE MINISTER OF STATE IN THE MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY (DR. SHAKEEL AHMAD)

(a) & (b) Bharat Sanchar Nigam Limited (BSNL) after its incoroporation on 01-10-2000 upon conversion of Department of Telecom Services and Department of Telecom Operations into a Central PSU, initially adopted HR policies of the Central Governments. Since about 3.5 lakh government employees were transferred to BSNL upon this conversion, to suit the corporate working the HR policy in BSNL has been continuously upgraded. Wage agreements have been drawn up for Non-Executive as well as Executive employees. Pay, Perks, Medical Benefit Scheme, Productivity Linked Incentive Schemes, Training and Development Programmes, Recruitment Rules, Group Insurance Scheme have been framed for BSNL employees.

(c) & (d) The objective of BSNL`s HR policy is to utilize the full potential of its human resource. In order to meet fierce competition in the Telecom Service Sector, BSNL has been adopting a dynamic and flexible HR policy. HR policy and requisite changes necessary for telecom market are implemented in a timely and phased manner keeping the internal and external factors in mind.